

2021-22 District Improvement Plan

Accountability Rating: B

District Name

Newman International Academy

Address

2011 S Fielder Rd
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District ID

220817

Superintendent

Dr. Sheba K. George

Date of Board Approval

Table of Contents

Mission Statement	3
Vision	3
Motto	3
State Goals and Objectives	4
The State of Texas Public Education Mission and Academic Goals.....	4
The State of Texas Public Education Goals.....	4
The State of Texas Public Education Objectives.....	4
TEA Commissioner’s Strategic Priorities:	5
Comprehensive Needs Assessment Summary	6
Student Performance Data	15
Reading.....	15
Writing	25
English I	27
English II	29
Mathematics	30
Algebra I	40
Science	42
Biology.....	44
Social Studies.....	45
U.S History.....	48
Goals and Strategies	50
Title I Schoolwide Elements	60

Mission Statement

The mission of Newman International Academy is to train and educate future generations of young men and women with wisdom, stature and favor; to give students opportunities to become whole individuals ready to serve the world by helping them reach their highest potential, and to provide in partnership with parents and community a well-rounded education within the context of American heritage.

Vision

Newman International Academy is dedicated to raising a generation/generations of well-rounded individuals who will realize their worth and purpose, find their interest and gifting, develop their skills, reach their highest potential, and meet the demands of this nation and world by receiving personalized educational experiences in a disciplined, nurturing and character-building environment facilitated through partnership between faculty, students, parents and community.

Motto

Building the whole person for the whole world by raising warriors of wisdom, stature and favor.

State Goals and Objectives

The State of Texas Public Education Mission and Academic Goals

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.

The State of Texas Public Education Goals

- GOAL #1:** The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL #2:** The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL #3:** The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL #4:** The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

The State of Texas Public Education Objectives

- Objective #1:** Parents will be full partners with educators in the education of their children.
- Objective #2:** Students will be encouraged and challenged to meet their full educational potential.
- Objective #3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4:** A well-balanced and appropriate curriculum will be provided to all students. Through that curriculum, students will be prepared to succeed in a variety of postsecondary activities, including employment and enrollment in institutions of higher education.
- Objective #5:** Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society.
- Objective #6:** Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #7:** The state's students will demonstrate exemplary performance in comparison to national and international standards.
- Objective #8:** School Districtes will maintain a safe and disciplined environment conducive to student learning.
- Objective #9:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.
- Objective #10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.
- Objective #11:** The State Board of Education, the agency, and the commissioner shall assist school districts and charter schools in providing career and technology education to students.

TEA Strategic Plan

By the year 2030, projections indicate that most jobs will require some training beyond high school. This could be a traditional 4-year degree, a 2-year associate's, or an industry credential. But today, too few Texas students are obtaining postsecondary credentials. Without bold action, Texas faces a future of diminished incomes, opportunities and resources. Initiated by the Higher Education Coordinating Board, the 60x30TX Plan is designed to ensure that a competitive and prosperous future remains for students seeking to better their lives and the lives of their families. The state has adopted 60x30TX as our collective goal.

In an effort to support far more rapid improvements in student outcomes to meet the goals of 60x30TX, the Texas Education Agency has adopted a strategic plan. The plan includes four strategic priorities and built on three supporting actions to guide our work on behalf of the more than five million school children in our state.

Every child, prepared for success in college, a career or the military.

TEA Commissioner's Strategic Priorities:

1	2	3	4
Recruit, support, retain teachers & principals	Build a foundation of reading and math	Connect high school to career and college	Improve low-performing schools

Enablers

Increase **transparency, fairness** and **rigor** in district and District academic and financial performances

Ensure **compliance**, effectively **implement legislation** and **inform** policymakers

Strengthen **organizational foundations** (resource efficiency, culture, capabilities, partnerships)

Goals and Strategies

Goal 1:

Support and retain highly-qualified teachers who can enable students to excel academically.

Performance Objective 1:

The percentage of students who meet or exceed grade level performance standards in math will increase by 3% by May 2022.

Evaluation Data Source(s):

Benchmark tests and STAAR test scores

Summative Evaluation:

Strategy/Activity 1

NIA will hire certified and highly-qualified teachers and support them with instructional coaches (elementary) and instructional guides (secondary). Encourage all non-certified teachers to obtain certification in their subject area as well as ESL. Status on progress toward certification will be monitored and discussed at each DIP meeting. Teachers will become more effective through professional development, PLC, tutoring, and Saturday school options if necessary.

Timeline

Person(s) Responsible/Monitor

Principals

Strategy's Expected Result/Impact

Improved STAAR test scores (teacher effectiveness and success)

Reviews

Formative Summative

Resources

Strategy/Activity 2

NIA will provide comprehensive and structured curriculum in line with Newman vision of increasing technology and materials and improving scheduling efficiency and instruction

Timeline

Person(s) Responsible/Monitor

Principals

Strategy's Expected Result/Impact

Improved STAAR test scores (teacher effectiveness and success)

Reviews

**Formative
Summative**

Resources

Goal 2:

Improve teaching strategies and interventions in core subjects of reading and math.

Performance Objective 1:

The percentage of students who meet or exceed grade level performance standards in ELAR will increase by 3% by May 2022.

Evaluation Data Source(s):

Benchmark tests and STAAR test scores

Summative Evaluation:

Strategy/Activity 1

NIA Principals will oversee district-recommended STAAR benchmark tests and assist their teachers to adjust teaching strategies accordingly. Instructional coaches and instructional guides will be involved in supporting teachers. Interventionists will be assigned to support the lowest-performing students.

Timeline

Person(s) Responsible/Monitor

Principals

Strategy's Expected Result/Impact

Improved STAAR test scores (teacher effectiveness and success)

Reviews

Formative

November

January

March

Accomplished
100%

Summative

Resources

Strategy/Activity 2

NIA will provide comprehensive and structured curriculum in line with Newman vision of increasing technology and materials and improving scheduling efficiency and instruction

Timeline

Person(s) Responsible/Monitor

Principals

Strategy's Expected Result/Impact

Improved STAAR test scores (teacher effectiveness and success)

Reviews

**Formative
Summative**

Resources

Strategy/Activity 3

Principals, SPED teachers, and ESL teachers will set goals for improving STAAR scores in each subject.

Timeline

Person(s) Responsible/Monitor

Principals, SPED Director, ESL Coordinator

Strategy's Expected Result/Impact

Improved STAAR test scores

Reviews

**Formative
Summative**

Resources

Strategy/Activity 4

Needs will be addressed for NIA students of special programs, including but not limited to: suicide prevention, conflict resolution, violence prevention, discipline management including unwanted physical or verbal aggression and sexual harassment, dating violence, sexual abuse, sex trafficking, and other maltreatment of children. Improving campus security and parent involvement will also be addressed. These topics will be addressed in the Student Handbook and throughout the year in POWWOW (weekly school assemblies), special speakers, and annual Wellness Fair events.

Timeline

Person(s) Responsible/Monitor

Principals at each campus will monitor student behavior and arrange additional training in POWWOWs (assemblies) according to campus needs.

Strategy's Expected Result/Impact

Students will be able to study (and perform well in school) without the distraction of these issues.

Reviews

**Formative
Summative**

Resources

Strategy/Activity 5

Strategies will be created at the NIA campus level for the following topics: adjusting instructional methods for student groups not achieving their full potential, dyslexia treatment programs, accelerated education, dropout reduction, integration of technology in instructional and administrative programs, and strategies for recruiting highly effective teachers

Timeline

Person(s) Responsible/Monitor

Campus administrators will monitor needs in these areas and notify the district if funding or professional development is needed to address these issues.

Strategy's Expected Result/Impact

Students at all levels will be served by appropriate programs, enabling students to perform well in school.

Reviews

**Formative
Summative**

Resources

Strategy/Activity 6

Raise student engagement and interest in core subjects and access to well-rounded education by improving structure and supplies of co-curricular and enrichment activities

Timeline

Person(s) Responsible/Monitor

Superintendent

Strategy's Expected Result/Impact

Improved STAAR scores, better attendance, lower dropout rates

Reviews

**Formative
Summative**

Resources

Goal 3: Connect high school to career and college.

Performance Objective 1:

In May 2022, at least 80% of Newman high school graduates will meet TEA college, career, or military-ready (CCMR) criteria.

Evaluation Data Source(s):

CCMR data as reported to TEA

Summative Evaluation:

Strategy/Activity 1

Assist student in raising their TSI, ACT and SAT scores by providing consistent test preparation and feedback.

Timeline

Person(s) Responsible/Monitor

CCMR Coordinator, Academic Counselors, Secondary Principals

Strategy's Expected Result/Impact

70% of seniors will be accepted into college classes during and/or after high school.

Reviews

Formative Summative

Resources

Strategy/Activity 2

Encourage students to connect with careers by providing opportunities to obtain industry-based certifications and encouraging them to work toward completion.

Timeline

Person(s) Responsible/Monitor

CCMR Coordinator in partnership with teachers and secondary principals

Strategy's Expected Result/Impact

10% of seniors will obtain industry-based certifications that prepare them for successful employment.

Reviews

**Formative
Summative**

Resources

Strategy/Activity 3

Connect students to military by providing the ASVAB and opportunities to connect with military recruiters.

Timeline

Person(s) Responsible/Monitor

Academic Counselors and CCMR team

Strategy's Expected Result/Impact

2% of seniors will enlist in the military.

Reviews

**Formative
Summative**

Resources

Strategy/Activity 4

Raise student engagement and interest in core subjects and access to well-rounded education by improving structure and supplies of co-curricular and enrichment activities. Implement a CCMR curriculum that covers career, college and military exploration and success techniques.

Timeline

Person(s) Responsible/Monitor

Superintendent and CCMR Coordinator

Strategy's Expected Result/Impact

Increase in graduating seniors admitted to college, improved TSIA/SAT/ACT scores, completion of industry-based certifications, increased military enlistment

Reviews

**Formative
Summative**

Resources

Strategy/Activity 5

NIA Counselors and campus administration provide the following: career education options for students to help them develop the knowledge, skills, and competencies necessary for a broad range of career opportunities; information for middle and high school students and their teachers, counselors, and parents will be provided regarding higher education admissions and financial aid opportunities, the TEXAS grant program and Teach for Texas grant program, the need for students to make informed curriculum choices to be prepared for success beyond high school, and sources of information on higher education admissions and financial aid. Students and parents will be informed regarding students' many options and responsibilities in these areas.

Timeline

Person(s) Responsible/Monitor

Principals, Secondary Counselors, and CCMR Team members

Strategy's Expected Result/Impact

Increase in graduating seniors admitted to college, improved TSI/SAT/ACT scores, and completion of industry-based certifications

Reviews

**Formative
Summative**

Resources

Strategy/Activity 6

NIA District Staff will have access to ESC professional development throughout the year in order to ensure they are trained to properly report data (financial data, student data, food services data, etc.) and flag any discrepancies

Timeline

Person(s) Responsible/Monitor

District administration

Strategy's Expected Result/Impact

Correct reporting that will support Accountability scores, evaluation of student data for planning purposes, and correct data available for grant writing purposes

Reviews

Formative Summative

Resources